

Federal government renews funding for jobless program

With no end to the recession in sight, the federal government has extended funding of a George Brown program for unemployed people.

The program — Planning for Employment — is designed for people whose unemployment insurance benefits are about to run out.

The four-week program can also lead to longer retraining programs at the college or in other educational institutions.

The Canada Employment and Immigration Commission (CEIC) will now fund the program until May 31, 1992.

The program, offered by the Employment and Training Services for the Unemployed Department of the Access Division, was originally slated to close in mid-December.

Planning for Employment provides career exploration and job search skills

training for people whose unemployment benefits are about to run out. If these people qualify, they can move from the program into a skill training program.

Students' unemployment insurance benefits are continued while they are in the tuition-free program, and in subsequent training programs.

Planning for Employment takes up to 22 students at a time. Since it started in early August it has had the capacity to take more than 350 students.

The funding extension to the end of May allows program staff to help another 430 people.

Planning for Employment students are put through a battery of vocational assessment tests and counselling to ensure they are looking for work in the right field, and if they have aptitude for work in other fields where jobs are believed to be more plentiful.

If they have the aptitude, but not the skills, for another field they may be eligible for other federally sponsored programs in the department where they can train for a new career for up to two years.

Training is carried out by George Brown or many other public and private educational institutions.

According to program co-ordinator Brian Burnie, a majority of program graduates go on to train for a new career.

Students can go on workplace visits and audit courses in the college to ensure they enter the right field.

If Planning for Employment students wish to stay in their current field, they get the help of a college placement consultant in finding a new job.

In contrast to previous recessions, many of the unemployed people in the program have professional qualifications and years of experience, according to program staff. Many have been laid off, their companies have gone bankrupt, or they have decided to try to change jobs - at the wrong time.

Planning for Employment is located, along with the other programs in the department, at 260 King St. E. It has a staff of 10, including seven people in contract positions who, ironically, would be out of work if funding for the program had not been renewed by the CEIC.

United Way donations up 15 % - and counting

Donations — and donors — in George Brown's United Way campaign are up considerably from last year.

By late November, more than 320 people had made contributions totalling more than \$27,000 — and the counting is still going on.

That amount is already a 15 per cent increase from last year, and the number of donors has also taken a big jump, campaign organizers say.

This fall's campaign featured a dress-up/dress-down day and a pancake breakfast with combined proceeds of more than \$1,800.



FLOWERS TO DI (FOR) - The Princess of Wales (inset photo) took time during her recent visit to Toronto to collect a bouquet of flowers from children of George Brown's Learning Centre daycare centre. Acting on a tip from a parent, the children waylaid Diana on her unannounced visit to the Addiction Research Foundation. The group, who learned about the Royal Family, included Alex de Windt, Jessica Cairns, Melissa Truong, Alina Zaltzman and Sarah Elgrichi.

Stylianios to head Student Services

Access Division chairperson Susan Stylianios is George Brown's new Director of Student Services.

She assumes the position on Dec. 1, taking over from Garry Watson, who has handled the job, as well as his duties as Registrar, since February, 1988.

She was chosen from over 150 applicants by a selection team that included three students.

Stylianios, who is currently chairperson of the Career Development Department of the Access Division, started working at George Brown in 1974 as a teacher of English as a Second Language.

Since then she has held a number of positions at George Brown, including teacher and counsellor in the Community Services Division and the Ontario Basic Skills program. She was appointed to her current position in 1989 after a secondment to the Ontario Ministry of Skills Development.

President John Rankin says the creation of the director's position as a distinct job is a reflection of the college's interest in improving services to students.

The last full-time director of the department was Malcolm Sykes.

St. James thinks green on environment week

Environmental action might start with a blue box, but it shouldn't end with it.

That was the message that the St. James Environment Committee brought to staff and students at the campus during Environmental Awareness Week from Nov. 18 to 22.

While recycling cans, bottles, plastic and paper in blue boxes (or larger containers at the college) helps preserve the environment, people should be aware that all their actions can help — or hurt — the world we live in, says committee chair Deborah Williams.

To bring this point home, the committee invited experts from Pollution Probe to conduct talks about the larger effects of pollution — global warming and the worsening state of the atmosphere and Great Lakes water. Displays were also set up in the atrium of 200 King St. E.



REGENTS' CHAIR VISITS COLLEGE - Council of Regents chairperson Richard Johnston (standing right) chats with signwriting student George Nimis (left) and teacher Aldo Covello during a recent visit to the college. Johnston also toured other areas of the college and met with student, staff and union groups.

White ribbon campaign on Dec. 2-6 to commemorate Montreal massacre

Men at George Brown will be asked to wear white ribbons in early December to show they remember the Montreal massacre that occurred two years ago and oppose violence against women.

The white ribbons, to be worn as armbands, will be distributed to male staff and students during the week of Dec. 2-6.

"The ribbons are a way of saying that violence against women is not just a woman's problem, it's society's problem, and therefore it's a problem for men too," says Community Services teacher Ron Sluser.

Sluser is co-ordinating a nation-wide white ribbon campaign that could involve tens of thousands of men at dozens of institutions and companies.

"It's a supportive gesture to women, but it's also a sign that men are going to take responsibility for the violence that men are responsible for."

The white ribbon campaign will take place on the week leading up to the second anniversary of the killing of 14 women at the University of Montreal.

Displays will be set up at every campus during that week by members

of the college's Women's Safety Committee.

A one-hour "Speakout" that features readings and speeches about violence against women will be held on Dec. 6 at Nightingale Campus, Room B-2, from noon to 1 p.m.

For the first time, the college is presenting an Ecole Polytechnique Memorial Bursary to two female students in memory of women killed on Dec. 6.

The award includes a year's tuition and book expenses for a technology student and a student enrolled in the Counsellor-Advocate for Assaulted Women and Children program in the Community Services Division.

Second-year Architectural Technology student Cynthia Dunbrook was the recipient of one of the bursaries.

"The Montreal massacre was a great tragedy which had a huge impact on the way our society looks at women, particularly those in technology," she says.

The Counsellor/Advocate winner will be announced at the Nightingale ceremony on Dec. 6.

New labour rep says college needs fair wage policy

George Brown should deal only with companies that pay their employees fair wages, according to the newest member of the Board of Governors.

Cosmo Mannella, who joined the board in April as the new organized labour representative, has asked the board to consider adopting a fair wage policy for the college that prevents it from buying goods or services from companies that underpay their staff.

His request has prompted a staff study of the issue that will be discussed at the board early in 1992.

Mannella is also interested in apprenticeship training, and the development of closer ties between the college and labour organizations to provide working people with a broader range of educational options.

If adopted, a fair wage policy would be the second time George Brown has mixed ethics with economics in purchasing decisions. It already has a policy to ensure that all companies that obtain college business comply with the college's race and ethnic relations policy.

"The college is an institution that receives public funds, and I don't think it would want to be seen as giving business to contractors who do not pay fair wages," says Mannella.

A fair wage policy is a commitment to purchase goods and services from employers or contractors paying fair wages, which are usually determined by a union or some other body or level of government.

Organizations with fair wage policies include the City of Toronto, York University, The University of Toronto, TTC, Metro Toronto, Toronto public library boards, and the City of Etobicoke.

Mannella worked as the Fair Wage Officer for the City of Toronto and Metropolitan Toronto for nine years. He is now the Director of Apprenticeship, Training and Rehabilitation for Continued on page 4.



Cosmo Mannella



George Brown Outreach counsellor Felice Markowicz (left) chats with Patty Nageshar at the recent graduation for students in the special upgrading program for people who receive social assistance benefits. Nageshar is now enrolled in George Brown's Human Services Counsellor program.

Upgrading program offers some a way to get off social assistance

Two years ago the world seemed pretty grim to Patty Nageshar. A back injury prevented the 27-year-old Toronto woman from making her living as a hotel chambermaid. With only a few years of schooling in her native Guyana, she didn't have the skills to start a new career.

"I had very low self-esteem at that point," she says.

Then she saw a notice in her downtown public housing building, where she lives with her nine-year-old daughter, Vanita. It advertised a special program of academic upgrading for social assistance recipients with classes being held in a Metro Toronto Housing Authority building on Sherbourne Street.

Nageshar decided to give it a try. "I was scared and excited," she says.

That was about 18 months ago. Now Nageshar has graduated from the special George Brown Ontario Basic Skills program and has started the Human Services Counsellor program at the college.

She also has a new-found sense of her own abilities — and some confidence in her future.

"I'm looking forward to finding a job and maybe working with battered

women and children."

Nageshar's story is not unusual among students in the special program called George Brown Outreach, says counsellor Felice Markowicz.

Many of the students, who must be receiving social assistance — either welfare or family benefits — have little education and sometimes limited work experience.

Running the program in a public housing building, and keeping it small, flexible and friendly, creates a supportive atmosphere that would be harder to create on a college campus, Markowicz says.

"You're looking at a group that has had a very negative experience of school."

Since the four-month program of English and math upgrading started in April, 1990, more than 15 students have graduated — with a large number going on to study in regular college programs.

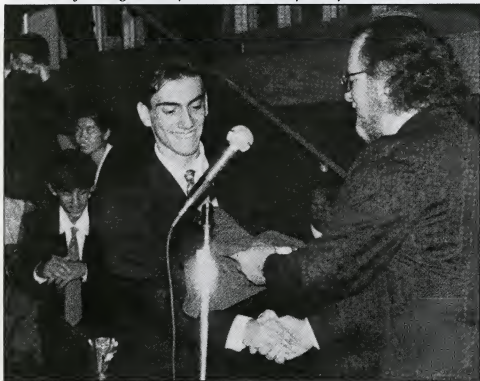
For many students, George Brown Outreach provides them with their first taste of success and self-confidence, Markowicz says.

Also teaching in the Access Division program are Robert MacDonald and Herbert Charles.



COOKING UP A WEEKEND AWAY- Performing Arts Department administrator John Price (above left) is congratulated by President John Rankin at a United Way fund-raising pancake breakfast at St. James on Nov. 7. Price won a weekend at a downtown Delta Chelsea Inn hotel, which was the grand prize in a draw among people who bought tickets during dress-up/dress-down day in late October. Other winners included Lou Tarsitano, Judy Peyton-Ward, Denise Tone, May Ayres, Maria Lee, Steven Burr, Steve Samuel, Gladis Realegem and Ed Jordan. The breakfast, which was held at St. James and Casa Loma, raised almost \$2,000 for the college's United Way donation.

EXECUTIVE MATERIAL - School of Business Marketing Co-ordinator Clive Cannon (below right) presents a T-shirt as a door prize to one of 450 secondary school students who took part in a marketing competition sponsored by the college in late October. Eight schools took part in the Management and Entrepreneurship Clubs of Canada Association (MECCA) contest, which was won by Jarvis Collegiate Institute. Students' skills were tested by solving business problems in a limited period of time.



Fair wage policy and apprenticeship are prime interests

Continued from page 3.

the local office of the United Brotherhood of Carpenters and Joiners of America.

George Brown wouldn't have to establish its own fair wage office, he says, but could instead sign an agreement with Metro Toronto or with the City of Toronto to use the services of their fair wage offices.

"They're more than willing to do that," Mannella says. "By adopting the city's fair wage policy, we would automatically be keying into a provision that prohibits contractors from having any employment discrimination."

Under such a policy, the college's purchasing department would send all major contracts to the fair wage office to await a report on those contractors' compliance to fair wage guidelines.

"It creates a level playing field," says Mannella. "The policy is designed to be fair to both employers and workers. Employers who pay union wages do not want to be discriminated against because they have to pay workers at a fixed rate."

Mannella's advocacy of the policy dovetails neatly with his two other interests at the board — educational opportunities for working people and the apprenticeship system.

Apprenticeship is one of George Brown's greatest strengths, and the college has an excellent reputation in apprenticeship circles, he says.

A fair wage policy would give companies with unionized — and apprenticeship-trained — employees a fair chance at college contracts, he says.

"If you're involved with apprenticeship, you should support workers who have received apprenticeship training. It should be a continuum of support, from the training to the hiring of those workers."

Mannella is also closely following negotiations between the college and the Labour Council of Metro Toronto and York Region to develop new educational opportunities for working people.

A joint union/college feasibility study has been produced for what is commonly called the School of Labour.

Three administrators are vying for a Board of Governors spot in a Dec. 5 vote

Here's what they have to say:



Brian Cooper

Chairperson,
Administration
and New Initiatives,
School of Hospitality



David Copsey

Campus Manager,
St. James Campus,
Physical Resources
Department



Sean Donovan

Chairperson,
Architectural/
Engineering Technology,
School of Technology

"It would be an honour to represent Administration on the George Brown Board of Governors. The next three years will be the most challenging period the College will face. 'Doing more with less' will be a way of life, not an over-used cliché. We will require innovation and imagination to overcome government cutbacks while providing universal student access, and quality student, academic and staff services.

Changes in provincial and federal funding will change the traditional ways we do business. These challenges will also provide unparalleled growth opportunities.

I will communicate your administrative concerns to our most senior decision makers. In turn I will communicate their concerns to you. We have reached the limits in downsizing administrative services to departments, divisions, staff and students.

Having served as Chair of the Chairs' Committee and College Council at George Brown College I have a proven success record. I was honoured in 1990 with the George Brown College Award of Excellence for Leadership. In industry, I have been elected president of five national trade associations while running several of my own successful businesses. Whether previously as director of Food and Beverage and Human Resources for Canadian Pacific Hotels or presently as Chair of Administration and New Initiatives of Canada's largest Hospitality school, I have developed the expertise of long term strategic planning and communication."

"Having been a member of the Board of Governors for the last 3 years, I would welcome the opportunity to continue as the Administrative Representative with support from my colleagues.

Since coming to the College in 1975 I have worked in the multi-campus department of Physical Resources and in that time I have had the chance to work with all Administrative Departments and Academic Divisions.

The board has certainly changed: new challenges, new faces including a new president and a new committee structure for the benefit of the College.

In recent times a new committee structure has been approved and put in place to deal with issues that now face the board and the College, such as: 1) Human Resources 2) Student Affairs 3) Strategic Planning. A complete Strategic Planning process will enable the board to provide leadership and direction to the College for many years hence.

Future objectives may well be a review of operation in view of fiscal constraint, changing student and work force requirements. What is important? How well are we doing? Where do we need to improve? These are certainly issues to be addressed.

I would personally like to be part of that team. And with your support seek re-election for the challenges ahead as a Board member."

"George Brown along with the other colleges in the system is going through a transition that requires creative modes of educational delivery, a re-organizing of the college departments to be more effective, and careful use of our resources. All these areas will enhance the education of our most important resource, students.

This will obviously require the participation, energy, and most important, co-operation of the entire staff at George Brown College. The administrative representative on the Board of Governors will be participating in these most important decisions in the upcoming years. With your help I will ensure your ideas and concerns will be tabled for discussion.

I have been with the College for approximately 20 years, 14 of these as an administrator. My involvement with various committees has given me an insight into many of the problems that we, as administrators, encounter daily. Whether the problems are curriculum, Hay, timetabling, SWFs, or any of the myriad of interruptions we confront every day, all seem to impede the attention that we should be paying our students. With proper teamwork perhaps we can solve our problems.

Thank you for the nomination. I look forward to working with you in the future."

Events

Nov. 25 - Dec. 5 - Christmas Food Drive to support the work of the Daily Bread Food Bank. Look for food drop-off boxes at all campuses. Sponsored by the Student Success Network and student councils. For information call Jason Richards at the Casa Loma Student Administrative Council (944-4313).

Nov. 27 - Holiday Craft Sale featuring work by ceramics and jewellery students, 10 a.m. to 7 p.m., Casa Loma Staff Lounge (160 Kendal Ave.) Refreshments. Come early for best selection. For information call 944-4463 or 944-4470.

- **Access Awareness Day**, St. James (200 King St. E.) atrium, 10 a.m. to 2 p.m. Try a wheelchair, or a phone for the deaf, and experience what disabled staff and students live with every day. Sponsored by Educational Access Services.

- **Staff development seminar: Personal Career Planning Workshop**, 9 a.m. - 4 p.m., led by Tamara Wier-Bryan, BBM Human Resource Consultants, 9 a.m. - 4 p.m. Call 944-4661.

Nov. 28 - Educational Access Department fundraising luncheon featuring stand-up comedy by Academic Skills teacher Charles Herbert (a regular at Yuk Yuk's) as well as door prizes. Plumer's Dining Room starting at 11:45 a.m. \$25 tickets include lunch with wine, and a donation that will be used to buy equipment for student use. For tickets or information call 944-4466.

Dec. 2 - General registration for winter Continuing Education courses begins, including mail-ins. (Registration for some popular courses begins the week of Nov. 25, in an attempt to reduce the amount of time students spend in line to register. See the winter part-time calendar for full registration details.)

- **White ribbons** will be distributed this week at all campuses to male staff and students to wear in symbolic opposition to violence against women, and in remembrance of the Montreal massacre of 14 women. Displays about violence against women will be set up at all campuses in libraries and cafeterias. Sponsored by the college's



Photo: J. Robson

JEWELLERY/CERAMICS SALE - Second-year Jewellery Arts student Irene Mai works on jewellery for the annual holiday craft sale at Casa Loma on Nov. 27. (See Nov. 27 calendar item for details.)

Women's Safety Committee. See story on page 2.

Dec. 3 - Advance poll for Board of Governors' election for administrative representative. Voting from 1 to 3 p.m. at all campuses. The campus managers offices will set up the voting booths.

Dec. 3 - Board of Governors meeting, School of Hospitality, 300 Adelaide St. E., room 210, at 5 p.m. All welcome. If you plan to attend, call Cynthia McDonagh at 944-4473.

Dec. 4 - Chocolate chip cookie tasting competition, organized by hospitality students, 300 Adelaide St. E. at noon. Several cookie manufacturers will submit their products for a blind tasting. Everyone can sample the cookies and vote on the tastiest.

Dec. 5 - Voting day for the position of administrative representative on the Board of Governors. Polling booths will be open from 1 to 5 p.m. at all campuses. All administrative staff members who are employed by the college at the time of the election are eligible to vote. Campus managers

offices will set up polling booths in a public place at each campus. See page 5 for statements from the three candidates for the position.

Dec. 6 - 'Speakout' featuring readings and speeches about violence against women will be held to commemorate the anniversary of the massacre of 14 women at Ecole Polytechnique in Montreal. Noon. Nightingale, room B-1.

- **First Annual Support Staff Christmas Dance.** United Steelworkers Hall, Cecil Street. 7:30 p.m. to 1 a.m. Turkey dinner, dancing with a DJ. Door prizes and draw for a money tree. Two surprise visitors. Dress: semi-formal. Tickets: Free for OPSEU Local 557 members, \$10 for guests. Ticket sales are limited to 250, first-come, first-served. No tickets at the door. For information call Mary Lou Martin at ext. 2415.

Dec. 7 - Children's Christmas Party, George Brown College, 10 a.m. - 2 p.m., Casa Loma Campus cafeteria. \$11 for children (under 12) of staff, \$15 for other children under 12, \$4 for adults. Hot lunch provided. Games, activities and entertainment. Watch for ticket sales in your campus cafeteria. For more information, call Roberta Oullahan at 944-4477.

Dec. 10 - 14 - George Brown Theatre School presents the children's production *A Friend is a Friend*, Bayview Playhouse, 1605 Bayview Ave. Performances from Dec. 10 - 13 at 10:30 a.m. and 1 p.m. Performances on Dec. 14 at 2 p.m. and 4 p.m. For tickets or information, call 867-2167.

Dec. 12 - College Council meeting, 8:45 - 11 a.m., 300 Adelaide St. E. room 310.

Dec. 13 - Last day of classes for most post-secondary programs.

Dec. 22 - 26 - International Christmas Camp in Port Sydney, of particular interest to international students. For information call International Student Advisor Tina Kirby at 867-2117.

Dec. 24 - Most college departments close at 1:30 p.m. for the holidays. The college reopens on Jan. 2, 1992.

College service at centre stage and behind the scenes

For most of his college career, Jack Bradbury was centre stage as a teacher and co-ordinator of orthotics/prosthetics programs. On the other hand, Math and Science technician Bob Banks was mostly working behind the scenes. The two shared the spotlight as winners of the 1991 Board of Governors Award of Excellence for service to the college community.

Bob Banks

Bob Banks sees education as a theatre, and he likes being part of that theatre — as cast, crew and stagehand.

A technician in the Math and Science Department at St. James Campus for 12 years, Banks won a 1991 staff award of excellence for Outstanding Service to the College Community.

The core of Banks' job is laboratory work for classes in physics, chemistry, biology and graphic arts. He orders and tests supplies, helps teachers to organize labs, assists students, analyzes the effectiveness of lab methods, troubleshoots and repairs broken equipment.

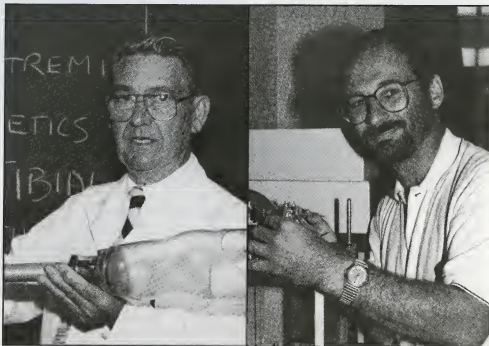
"I always think of a classroom teacher as a performer," says Banks, 40. "The support staff are the backstage people, and if we do our jobs right, you won't see us. If something goes wrong, that's when I'll have a walk-on part."

A graduate of George Brown's Printing Technician program, Banks has been at the college—in one form or another—since 1976. He helps students and teachers in a wide range of programs, including Nursing, Graphic Arts, and Pre-Health Science.

Banks has acted as a facilitator for thousands of lab experiments and been a member of two operational review committees, the campus health and safety committee and the campus environment committee. He was also a union steward from 1982 to 1990 and continues to work as an instructor in WHMIS (Workplace Hazardous Materials Information System.)

One of Banks' biggest achievements was the co-ordination of a shared computer facility for two different departments. He was vital to the integration of two computer rooms into one facility run by the Learning Resource Centre and shared by his department and English and Liberal Studies.

Before the joint facility was set up, Banks was often called by ELS staff for help with their computer problems. He never said it was "not his department."



Orthotics/Prosthetics teacher Jack Bradbury (left) and St. James Math and Science technician Bob Banks shared the Board of Governors staff award for service to the college.

In fact, he was nominated for the staff award by people not even in his own department.

Banks' greatest reward comes from helping to facilitate the learning process. He works with teachers and students and gets satisfaction from "seeing the light bulb go on" when students comprehend a scientific concept or process.

working in OP for 49 years—but not before the college rewarded his efforts with a staff award of excellence for Outstanding Service to the College Community.

"I feel the award was actually a shared recognition for the quality of our students and for all of the other people at West Park Hospital and our associate clinics," he says.

"The pleasure comes from the fact that you're making something for the benefit of a person's health and rehabilitation," says Bradbury, 65.

When Bradbury arrived at George Brown, OP was a small operation at Casa Loma Campus. It moved in 1981 to West Park Hospital. Through his efforts, the program grew to be funded jointly by George Brown, OP professionals, and the War Amputations of Canada. The program now has four full-time teachers and the use of top medical facilities in Toronto and Hamilton.

Bradbury has acted as a link between the hospital and various college departments and been involved with teaching, administration, purchasing and curriculum.

There are now two programs, one involved with the making of orthoses and prostheses, and a post-diploma program—launched with Bradbury's help—which includes intensive practical work in clinical methods and patient rehabilitation.

Board of Governors Awards of Excellence Winners 1991

Jack Bradbury

Improving the life and health of other people is the biggest satisfaction that Jack Bradbury gets from his work.

The now retired co-ordinator of the college's Orthotics/Prosthetics (OP) program since 1974, Bradbury oversaw the growth and development of the program from a small operation into the leading OP school in Canada. Orthoses are braces and splints, and prostheses are artificial limbs.

Bradbury retired in August after

Names in the News



Photo: Neil McGillivray

SEARCHING FOR VOTES - Toronto mayoral candidate Jack Layton chats with students in the St. James cafeteria after making a speech in the atrium in early November. Layton, who lost by a substantial margin to June Rowlands in the election on Nov. 12, told assembled students he was concerned about the lack of affordable housing and transit in the city, and wanted to improve the city's environment.

George Brown is the first college in Ontario to have a full-time Human Rights Advisor on staff. **Mary Samuels** assumed the new position recently. Samuel came to the college from the Ontario Human Rights Commission, where she worked as a Case Co-ordinator. She holds a Master of Social Work degree and brings extensive experience and knowledge to the area of human rights and equity policies and practices. Samuels, who reports through the Human Resources Department to the President, will be profiled in an upcoming issue of *City College News*.

College staff who wish to express their sympathy over the recent death of **Betty Hornby** are asked to make donations in her name to Oxfam, the international relief organization. Hornby died on Aug. 29 after an illness. She worked for George Brown for four years, the last two as an administrative assistant in Daycare Operations.

College staff may also express their sympathy to **Doug and Helen Light**, whose daughter Silvia died during the summer. A scholarship in Silvia's name and memory is being established at Queen's University. Staff or other friends who wish to contribute to the scholarship may do so through the George Brown College Foundation by

making out cheques to: The George Brown College Foundation (Silvia Light) and sending them to the foundation at 300 Adelaide St. E.

School of Technology teacher **Eric Carter** polled more than 2,100 votes - some 28 per cent of the total - in his bid to become mayor of Brampton in the municipal elections in mid November. That was about 1,200 votes short of the number needed to top **Peter Robertson** as the people's choice for the job. Carter, who teaches in the Mechanical Systems Technology department, has been a regional and city councillor in Brampton for the last eight years.

Robert Forbes, also a teacher in the School of Technology's Mechanical Systems Technology department, recently won \$25,000 in the Ontario

City College News

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George Brown  The City College

Lottery Corporation instant game called *Strike It Rich*.

Second-year Graphic Arts student **Stanley DeSouza** designed the winning bicentennial logo for upcoming celebrations at the Ontario Genealogical Society. The 5,000-member society will be celebrating 1993 as a heritage year that commemorates the 200th anniversary of the founding of York (what is now Toronto). The \$100 prize money he won for the design is less important than seeing his work in the public eye, he says.

It is DeSouza's third consecutive victory in a logo contest. He also designed the winning logos for the 150th anniversary of the Archdiocese of Toronto, and for a student kit at Casa Loma Campus.

The Human Resources Department reports the following staff changes:

New support staff include: **Randy Kincaide** in the Ontario Basic Skills Literacy Project office at 160 Kendal; **Arne Larsen** in the CPR Centre at Nightingale Campus; **Margaret Lavery** in Services for the Deaf and Hard of Hearing; and **Nelson Viveiros** in Human Resources.

Administrative staff transfers include: **Brian Schlotzhauer** in the Registrar's Office, who moves from St. James to 500 MacPherson; and **Andrew Stock** in Campus Management, who moves from St. James to 160 Kendal.

Faculty transfers include: **Franklynn Chernin**, who moves from Career Counselling and Access to Articulation at St. James; and **John Kitchener**, who moves from the Career Development Centre to the Pre-Employment section of the Futures program at St. James.

Support staff transfers include: **Loren Canham**, who moves from Queen Street Daycare to Scotia Tower Daycare; and **Margaret Isnor**, who moves from Baycrest Daycare to Scotia Tower Daycare.

Name changes include: **Denise McDowell** in the Registrar's Office, who becomes **Denise Pontone**; and **Karen McKee** at Waterpark Daycare Centre, who becomes **Karen Charlebois**.